Naval Dental Center Southwest

Command Retention Program

CMDCM (SW) LINDEMANN

DT1 (FMF) PURSELL

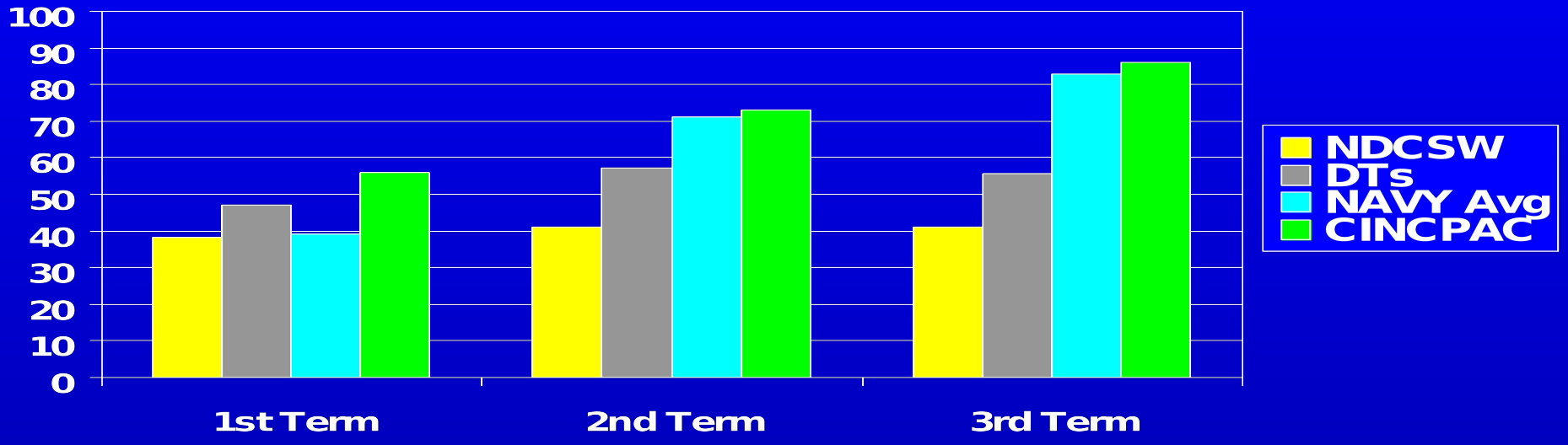
PC2 (SCW) RHOADES

TOPICS FOR DISCUSSION

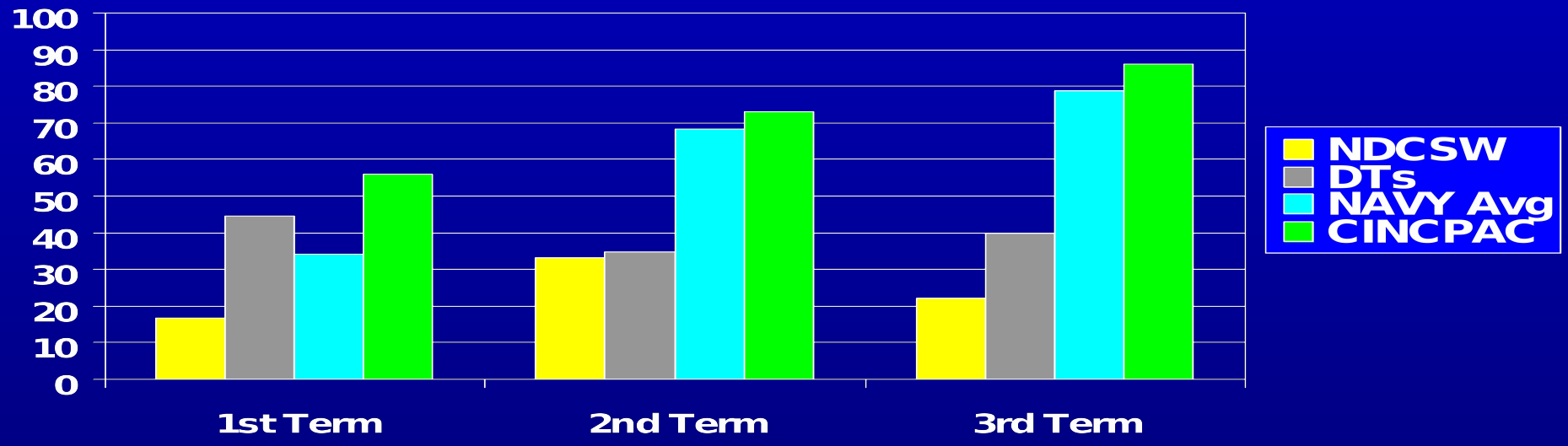
- RETENTION AND ATTRITION RATES FOR FY-03 & FIRST QUARTER FY04
- DT MANNING (ECM)
- DETAILING WINDOW NAVADMIN 318/03
- PERFORM TO SERVE PROGRAM EXPANSION NAVADMIN 316/03

STAFF SATISFACTION

ENLISTED RETENTION DATA



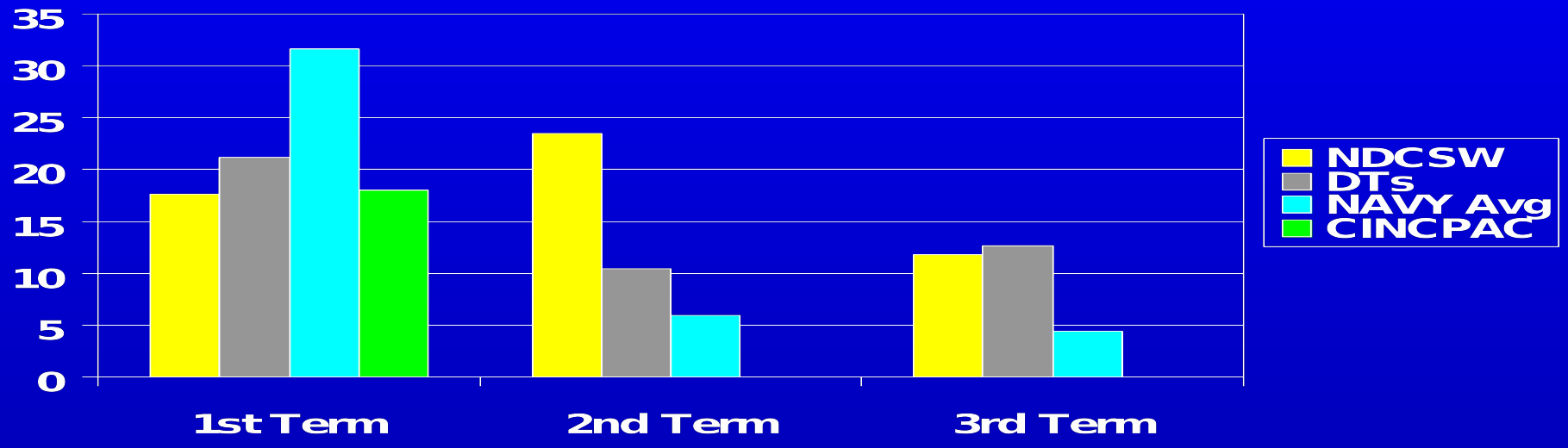
01 OCT – 31 SEP FY-03 (NET %)



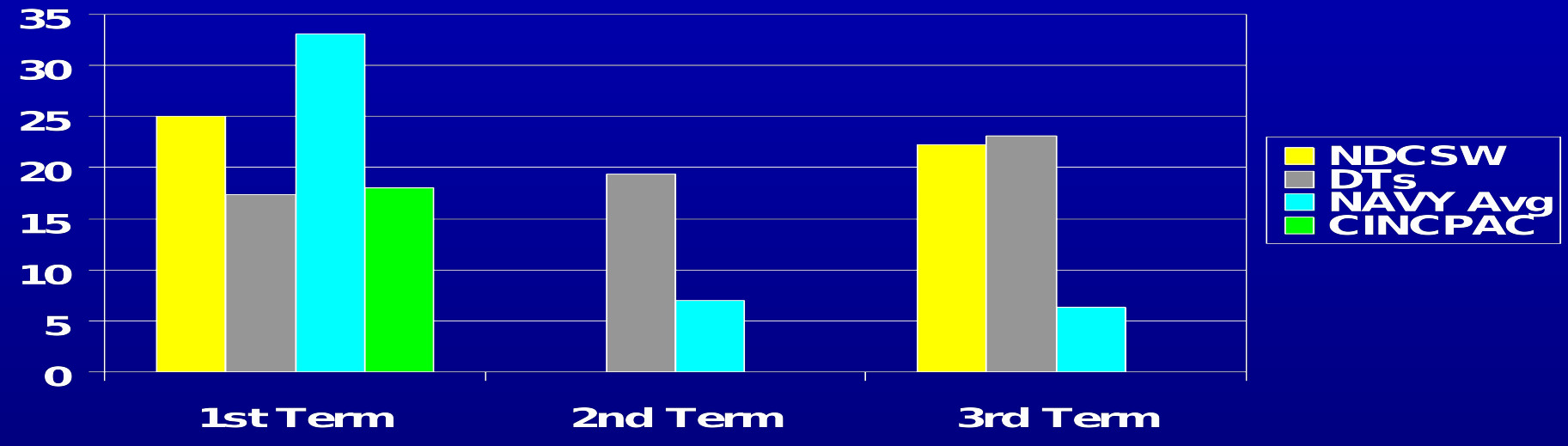
01 SEP– 31 DEC 2003 (NET %)

STAFF SATISFACTION

ENLISTED ATTRITION RATE



01 OCT – 31 SEP FY-03 (NET %)



01 SEP – 31 DEC 2003 (NET %)

Dental Technician

MANNING: 95.3%

- Sea: 108.5% Shore: 89.8%
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PG	E1-3	E-4	E-5	E-6	E-7	E-8
RATE	76.3	116.2	101.8	109.2	104.5	106.7
SEA	71.4	145.6	119.9	109.2	125	187
SHORE	75.2	108.7	93.5	109.2	95.5	91.7

	REENL	ATTR	SRB
ZONE A:	62%	4.30%	BY NEC
ZONE B:	69.20%	3.70%	BY NEC
ZONE C:	62.60%	5.20%	BY NEC

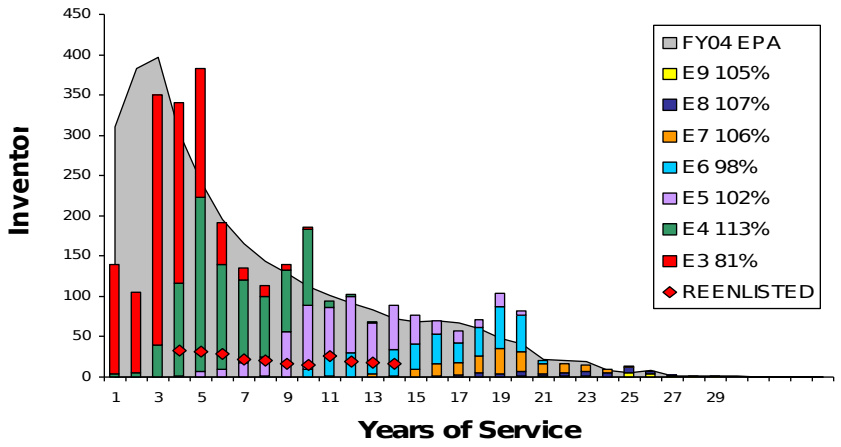
ADVANCEMENTS (%)

	E4	E5	E6	E7	E8
CY 180	12.0	5.8	12.6	27.2	17.9
ALNAV	33.8	17.4	19.7	23.6	12.6
TA (YRS)	4.3	8.9	12.8	16.8	19.9

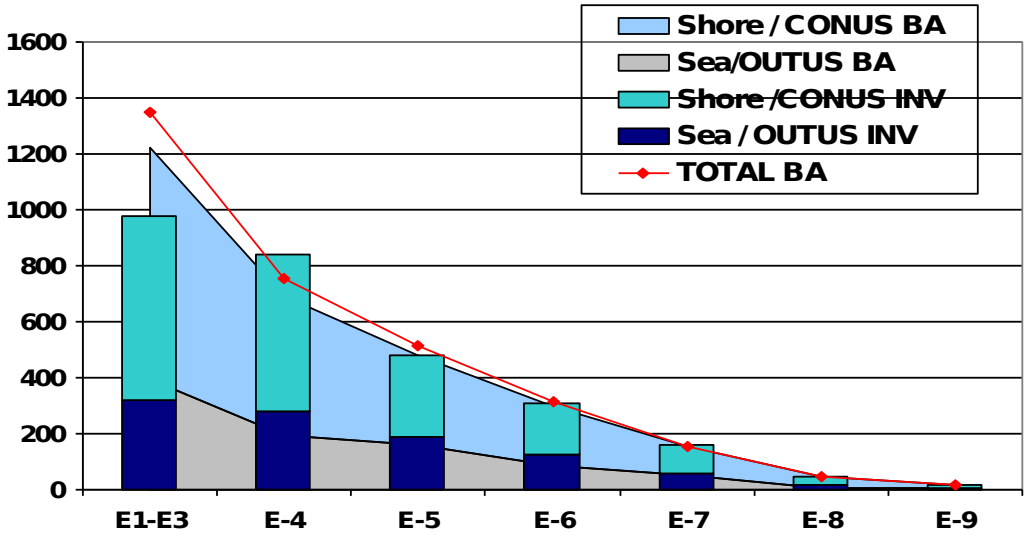
SEA/SHORE ROTATION

FY	E1-3	E4	E5	E6	E7	E8	E9
03	36/36	36/36	36/36	36/36	36/36	36/36	36/36

Length of Service Analysis



SEA and SHORE Inventory VS Billets Authorized



DETAILING WINDOW

- NAVADMIN 318/03
- PURPOSE: TO SUPPORT THE DYNAMIC MANNING REQUIREMENTS OF THE FLEET RESPONSE PLAN AND TO MORE EFFECTIVELY MANAGE PCS FUNDS, DETAILERS WILL NOW BE APPLYING BROADER PRD WINDOWS FOR PCS MOVES OF ENLISTED PERSONNEL. INSTEAD OF MOVING SAILORS WITHIN PRD, THEY WILL CONSIDER CUTTING ORDERS ANYWHERE FROM 3 MONTHS PRIOR, TO 4 MONTHS AFTER AN INDIVIDUALS PRD.

DETAILING WINDOW

- THE USE OF EXPANDED PRD WINDOWS WILL:

1. Provide Navy Personnel Command, in conjunction with Commanders, the flexibility to adjust sailors rotation dates within a window to meet operational requirements of the Fleet Operational Program.
2. Provide greater opportunity for qualified contact reliefs for operating forces and other critical billets.
3. Provide greater flexibility for sailors to select a wider variety of positions in JASS than using a fixed single month rotation date.
4. Provide greater opportunity for sailors to select jobs that are no cost moves within the fleet, thereby increasing family stability and quality of life/service.

PERFORM TO SERVE PROGRAM

- NAVADMIN 316/03
- PREVIOUS NAVADMINS 050/03 AND 131/03 REMAIN IN EFFECT.
- THE PERFORM TO SERVE (PTS) PROGRAM HAS PROVEN SO SUCCESSFUL AT BALANCING THE SKILL MIX AND IMPROVING ADVANCEMENT OPPORTUNITY FOR FIRST TERM CREO 3 SAILORS, THAT IS BEING EXPANDED TO INCLUDE FIRST TERM SAILORS IN CREO 2 BEGINNING WITH PERSONNEL HAVING AN EAOS IN FEB 04 OR BEYOND.

PERFORM TO SERVE PROGRAM

- THE PTS EXPANSION INCLUDES TWO SIGNIFICANT CHANGES:

  A CONVERSION ONLY OPTION AND THE REQUIREMENT TO INCLUDE ASVAB LINE SCORES IN PTS APPLICATION SELECTING A CONVERSION OPTION.

PERFORM TO SERVE PROGRAM

- PROCEDURAL INFORMATION:

1. THE MAXIMUM NUMBER OF TIMES A SAILOR WILL BE COMPARED WITHIN PEER GROUPS IS 6, REGARDLESS OF EAOS.
2. CO'S MAY AUTHORIZE EXTENSIONS TO AWAIT PTS RESULTS.
3. IF SAILOR IS DISAPPROVED FOR REENLISTMENT OR CONVERSION, THE CO MAY AUTHORIZE ONE ADDITIONAL TWO-MONTH EXTENSION FOR THE SAILOR TO TRANSITION FROM THE NAVY.
4. CREO 2 PERSONNEL IN RECEIPT OF ORDERS, OR PERSONNEL WITH AN APPROVED CONVERSION PACKAGE AT THE TIME OF THE RELEASE OF THIS NAVADMIN ARE NOT AFFECTED.

PERFORM TO SERVE

- PTS NOTIFICATIONS:

1. MONTHLY PTS RESULTS WILL BE SENT VIA MESSAGE TRAFFIC DURING THE SECOND WEEK OF EACH MONTH.

2. CO/XO/CMDMC'S MAY ACCESS PTS RESULTS VIA THE PTS HOMEPAGE 48 HRS PRIOR TO THE MESSAGE RESULTS BEING RELEASED.